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ABSTRACT

The monograph presents a classification system of vocational rehabilitation program evaluation technology and literature intended to be useful for the efficient retrieval of program evaluation information and to provide greater communication among rehabilitation personnel. The classification system's purpose is to control the nuances of expression relevant to indexing and retrieving information, technology, and literature of interest to rehabilitation personnel and others concerned with program evaluation. The classification system includes: (1) a hierarchic outline consisting of 323 terms, which provides a systematic set of constructs for describing all the elements (environment, goals, resources, methodology, results, and utilization) that relate to the input, process, and output of program evaluation in the rehabilitation service system; and (2) an alphabetic thesaurus which includes all of the terms contained in the hierarchic outline as well as terms that refer a user to an accepted system term. Both the hierarchic outline and alphabetic thesaurus were developed in a manner that complements the existing Rehabilitation Service Administration's Research Information System Thesaurus. (Author/EC)

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WISCONSIN STUDIES IN VOCATIONAL REHABILITATION

General Editors:
George N. Wright, Ph.D.
Kenneth W. Reagles, Ph.D.

Series 3, Monograph XXI

JAN 23 1976
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A CLASSIFICATION SYSTEM FOR REHABILITATION PROGRAM EVALUATION TECHNOLOGY AND LITERATURE

by
Robert C. Chope, Jr., Ph.D.
with the assistance of
Brian T. McMahon, M.S.

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U.S. DEPARTMENT OF HEALTH
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University of Wisconsin
Regional Rehabilitation Research Institute
Madison
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PREFACE

This monograph to the Rehabilitation Services Administration (RSA) by the University of Wisconsin Regional Rehabilitation Research Institute (UW-RRRI) represents the culmination of nearly six months of planning and activity relevant to the development of a classification of program evaluation technology and literature; it is the final report of the project. The need for such a classification was initially recognized by RSA and supplementary funds were awarded to the UW-RRRI to complete this project because it complemented the UW-RRRI's core area of research, "Improving Management Effectiveness of Rehabilitation Agencies: Evaluation Techniques and Effectiveness Measures."

While the UW-RRRI coordinated and directed this effort it did not function unilaterally without technical and pragmatic input from others. State Vocational Rehabilitation agency personnel, academic professionals and independent researchers in program evaluation, information scientists, as well as RSA officials were called upon repeatedly for advice and assistance. In addition a conference was held in Madison on July 16 and 17, 1975 for the purposes of developing the basic structure of the classification system. This conference proved invaluable to the RRRI and appreciation is extended to the participants: Ed Acree, Terry Conour, John Muthard, Isabel Robinault, Claire Schultz, Judy Senkevitch, LeRoy Spaniol, Robert Struthers, and Marvin Weisinger.

Since the inception of the project both the RRRI's director, George N. Wright, and the Research Director, Ken Reagles, have served as consultants and a word of thanks is afforded to them. Finally, Brian McMahon, a doctoral student in the University of Wisconsin-Madison Rehabilitation Counseling Psychology Program and my research assistant, receives my gratitude for his relentless effort

in helping to compile, edit and alphabetize the list of descriptors. I can honestly say that without him, the project could never have been completed within the time frame allotted to us.

INTRODUCTION

The Purpose of the Classification System

The Rehabilitation Act of 1973 (P.L. 93-112) with its mandate to "measure and evaluate the impact of all programs authorized by this Act" not only provided a series of new and multiple requirements for state Vocational Rehabilitation (VR) administrators, it also led to an increase in both the utilization of existing evaluation technology as well as the development of new evaluation strategies.

In the last two years, responses have been generated at the national and state level regarding the impact of rehabilitation programs upon the disabled population. These responses have included a variety of measurement devices aimed at assessing some of the potential benefits attributable to the receipt of VR services. Yet, because of the myriad of communication problems that exist in any large service organization, much duplication of effort results. In addition, some VR programs have established evaluation units with the intent of rigorously measuring program impact and effectiveness, while other programs have made little progress in this area, either because of insufficient resources or lack of technically trained manpower.

VR agency administrators, academic professionals in program evaluation, independent researchers, and RSA officials have contended that both practitioners and researchers in VR program evaluation could function more effectively and efficiently if a classification system of program evaluation technology and literature existed. A classification system could be used by a central clearing house to catalog program evaluation technology and literature, making them readily and economically accessible for retrieval. The efficient retrieval of

program evaluation information would encourage its proper and prompt utilization. In addition, a classification system would provide for greater communication among rehabilitation personnel, ultimately improving the exchange of ideas while preventing duplication of research efforts. Moreover, with a systematic compilation and examination of technology presently available, knowledge gaps could be easily identified, thereby encouraging new research while justifying funding of the research.

With these potential benefits in mind the UW-RRRI developed the present classification system that includes a hierarchic outline and alphabetic thesaurus. The hierarchic outline is a systematic set of constructs for describing all the elements--environment, goals, resources, methodology, results, utilization--that relate to the input, process, and output of program evaluation in the rehabilitation service system. The alphabetic thesaurus includes all of the terms contained in the hierarchic outline as well as terms that refer a user to an accepted system term, a term that exists in the hierarchic outline. Both the hierarchic outline and alphabetic thesaurus were developed in a manner that complements the existing RSA Research Information System (RIS) Thesaurus so that the users of that system will have a limited amount of difficulty adjusting to this system.

Like the RIS Thesaurus, the purpose of this system is to control the nuances of expression relevant to indexing and retrieving information, technology, and literature of interest to rehabilitation personnel and others concerned with program evaluation. Every effort was made to make it both comprehensive and potentially expandable. The independent terms were selected by taking account of the language habits of program evaluation personnel.

The Organization and Use of this Classification System

The term "Evaluation" presently exists in the RIS Thesaurus under the broader term Research. Evaluation in that system encompasses some of the components of program evaluation, client evaluation and job evaluation (analysis). The system developed by the UW-RRRI is concerned only with program evaluation, and the descriptive list of terms appearing in the hierarchic outline and alphabetic thesaurus conceptually fall under this rubric. Still, program evaluation is only one component of evaluation and it should be clear to the users of the system that omissions of client evaluation and job analysis were intended.

In contrast to the RIS Thesaurus, the hierarchic outline of terms precedes the alphabetic thesaurus. This ordering was chosen for the purpose of promulgating the thesis that program evaluation is a process, rather than a discrete entity. It is a systematic, continuous process that provides information about the value or worthwhileness of a program for the ultimate purpose of making decisions. Consequently, users of this classification system--authors, indexers, retrievers--need to conceptualize each document in program evaluation as having a role in providing information on some component of this process. The ease with which documents can be classified and retrieved will be dependent upon the user's familiarity with the outline.

The alphabetic thesaurus is organized in a manner consistent with the RIS Thesaurus with one exception; related terms were not included. Because program evaluation is a process, rather than a series of uniterm descriptors, and since the process is explicitly operationalized in the hierarchic outline, a user should not need alternative terms for the purposes of classifying or retrieving a document, if the outline is used properly. If a user is interested in

related or alternative terms to a specific consulted term, those should be found by examining the terms in the hierarchic outline that exist on the same level and in the same section where the consulted term lies.

The system terms in the alphabetic thesaurus are accompanied by one to three types of notes: "Refer from," "Narrower terms," and "Broader terms." "Refer from" names those terms which were not accepted as system terms but do refer users to the term being consulted. "Narrower terms" are those descriptive terms that appear one level below the consulted term in the hierarchic outline. Similarly, "Broader term" refers to the descriptive term that is one level above the consulted term in the hierarchic outline. The alphabetic thesaurus also has a section of "use terms" which refer users to a term that is an accepted system term. The following example illustrates the aforementioned format.

Agencies:
  Refer from: State agencies
  Narrower terms: Community agencies, Federal agencies, Law enforcement agencies, Manpower agencies, Vocational rehabilitation agencies, Welfare agencies
  Broader term: Settings

Agency relations:
  Use: Interagency linkages

The alphabetic thesaurus gives users the terms in the hierarchic outline and informs them of the terms to be used when classifying or retrieving a document. It is hoped that the thesaurus, structured in this way, will allow for the retrieval of appropriate documents when users ask questions like, "I want some information on benefit-cost studies done on alcoholic populations."

The Development of the Classification System

The hierarchic outline consists of 323 terms. Most of these were selected

by examining the titles of nearly 3,000 documents related to program evaluation. Others were suggested by participants at a conference held in Madison, Wisconsin (July 1975) which was concerned with the development of a skeletal model of the present hierarchic outline. The alphabetic thesaurus was completed after the hierarchic outline had been finalized; broader terms and narrower terms followed logically from the outline.

Unlike the RIS Thesaurus, this system was assembled without the aid of a computer. Thus no error detection programs were run to locate orthographic or logical inconsistencies.

With any new project with wide dissemination there will be disagreement among users concerning the placement of certain terms in different parts of the hierarchic outline. Too, terms have probably not been included that some users may feel are necessary. These should be brought to the attention of RSA's Office of Research and Demonstration as the classification system will be revised from time to time and appropriate changes will be incorporated.

While this thesaurus is an entity distinct from the RIS Thesaurus, conceivably it will be incorporated into this larger system at some later point.

PROGRAM EVALUATION

Hierarchic Outline

1. Environment
   - A. Attitudes
     1. Bias
     2. Commitment
     3. Evaluation fears
        - a. Defenses
        - b. Resistance
     4. Personnel attitudes
        - a. Employer attitudes
        - b. Evaluator attitudes
        - c. Evaluee attitudes
        - d. Management attitudes
        - e. Staff attitudes
     5. Political attitudes
        - a. Community attitudes
        - b. Legislation
   - B. Conditions
     1. Barriers
        - a. Architectural barriers
        - b. Delays
        - c. Intrusions
     2. Economic indicators
        - a. Labor market conditions
        - b. Organized work force
        - c. Poverty
        - d. Stock market
     3. Incidence
     4. Other service resources
        - a. Ancillary services
        - b. Service duplication
     5. Prevalence
     6. Relations
        - a. Industrial relations
        - b. Interagency linkages
        - c. Interpersonal relations
        - d. Public relations
     7. Values
        - a. Ethical and legal constraints
        - b. Policies
   - C. Needs
     1. Community needs
     2. Evaluation needs
        - a. Priorities
        - b. Problem identification
     3. Interests
     4. Research needs

D. Settings
    1. Agencies
        a. Community agencies
        b. Federal agencies
        c. Law enforcement agencies
        d. Manpower agencies
        e. Vocational rehabilitation agencies
        f. Welfare agencies
    2. Facilities
        a. Centers
            (1) Community centers
            (2) Management assessment centers
            (3) Mental health centers
            (4) Multiservice centers
        b. Clinics
        c. Correctional facilities
        d. Halfway houses
        e. Hospitals
        f. Rehabilitation facilities
            (1) Occupational training facilities
            (2) Sheltered workshops
        g. Schools
    3. Geographical areas
    4. Services
        a. Intervention processes
            (1) Behavior modification
            (2) Counseling
                (a) Family counseling
                (b) Group counseling
                (c) Multiple counseling
                (d) Peer counseling
            (3) Hypnosis
            (4) Milieu therapy
            (5) Occupational therapy
            (6) Psychotherapy
            (7) Rehabilitation processes
        b. Programs
            (1) Compensatory programs
            (2) Corrections
            (3) Day care
            (4) Education
            (5) Foster care
            (6) Health care
                (a) Intensive care
                (b) Medicare
                (c) Methadone maintenance
                (d) Post hospital services
                (e) Public health
            (7) Legal services
            (8) Post employment services
            (9) Psychological testing

(10) Recreation
(11) Social action programs
(12) Training
(a) In service training
(b) Job training
(c) Mobility training
(d) On the job training
(e) Sensitivity training
(13) Welfare programs

II. Goals
A. Approach rationale
B. Expectations
C. Goal setting
D. Mission
E. Motivation
F. Philosophy

III. Resources
A. Finances
1. Budget allocations
2. Contracts
3. Grants
4. Loans
B. Information systems
1. Bibliographies
2. Classification systems
a. Definitions
b. Thesauruses
3. Information centers
a. Clearing houses
b. Government information sources
c. Other information sources
4. Libraries
5. Literature reviews
6. Management information systems
C. Materials
1. Audiovisual aids
2. Data processing equipment
3. Physical plant
4. Telecommunications
D. Personnel
1. Administrative personnel
a. Coordinators
b. Directors
c. Supervisors
2. Evaluative personnel
a. Consultants
b. Data processing personnel
c. Evaluators
d. Investigators
e. Policy analysts
f. Researchers

- 3. Service personnel
  - a. Aides
  - b. Counselors
  - c. Educators
  - d. Placement specialists
  - e. Support staff

E. Target populations
- 1. Age groups
  - a. Adults
    - (1) Aged
    - (2) Older adults
    - (3) Young adults
  - b. Youths
    - (1) Adolescents
    - (2) Children
    - (3) Infants
- 2. Disadvantaged
- 3. Dysfunctional persons
  - a. Addicts
  - b. Alcoholics
  - c. Developmentally disabled
  - d. Mentally ill
  - e. Offenders
  - f. Physically disabled*
- 4. Ethnic groups
- 5. Military personnel
- 6. Severely disabled
- 7. Students
- 8. Unskilled workers

IV. Methodology

A. Analyses
- 1. Qualitative analysis
  - a. Judgments
  - b. Narrative descriptions
- 2. Statistical analysis
  - a. Descriptive statistics
  - b. Inferential statistics
  - c. Multivariate statistics
    - (1) Actuarial techniques
    - (2) Automatic interaction detector
    - (3) Factor analysis
    - (4) Multiple regression
  - d. Reliability
  - e. Validity

B. Data collection
- 1. Data banks
  - a. Case files
  - b. Data tapes

*Specific categories of physically disabled persons can be developed from the narrower terms listed under the system term "Disabled" in the RIS Thesaurus.

2. Data collection instruments
    a. Checklists
    b. Forms
    c. Questionnaires
    d. Tests
        (1) Achievement tests
        (2) Aptitude tests
        (3) Intelligence tests
        (4) Interest tests
        (5) Personality tests
        (6) Situational tests
3. Data collection strategies
    a. Incentives
    b. Mail surveys
    c. Observations
        (1) Direct observations
        (2) Participant observations
        (3) Unobtrusive observations
    d. Personal interviews
    e. Telephone interviews
4. Sampling techniques
    a. Matching
    b. Probability sampling
    c. Random sampling
    d. Stratified random sampling

C. Designs
1. Cost analysis
2. Experimental designs
3. Non experimental designs
    a. Case studies
    b. Correctional studies
    c. Field studies
    d. Follow up studies
    e. Longitudinal studies
    f. Simulations
4. Quasi experimental designs
5. Systems analysis
    a. Critical incidents technique
    b. Management by objectives
    c. Operations research
    d. Path analysis
    e. Program evaluation review technique
    f. Program planning and budgeting system

D. Evaluation criteria
1. Evaluation outcomes
2. Evaluation standards
    a. Case difficulty
    b. Caseload size
    c. Expectancy ratios
    d. Norms
    e. Staff to client ratios

- E. Measurement
  - 1. Client assessment methods
  - 2. Scaling
    - a. Attitude scaling
    - b. Empirical scaling
    - c. Goal attainment scaling
    - d. Multidimensional scaling
    - e. Semantic differential
- F. Record keeping procedures

V. Results

- A. Documents
  - 1. Abstracts
  - 2. Books
  - 3. Handbooks
  - 4. Journal articles
  - 5. Monographs
  - 6. Reports
- B. Indicators
  - 1. Effectiveness indicators
    - a. Client satisfaction
    - b. Counselor effectiveness
    - c. Goal attainment
  - 2. Efficiency indicators
    - a. Cost benefit ratios
    - b. Effort
    - c. Evaluation length
    - d. Service length
  - 3. Performance indicators
    - a. Abilities
    - b. Achievement
    - c. Job performance
    - d. Ratings
    - e. Recidivism rates
    - f. Skill acquisition
    - g. Vocational adjustment
  - 4. Social indicators
- C. Indices
  - 1. Benefits
  - 2. Earnings
  - 3. Employment
    - a. Attrition
    - b. Job placement
    - c. Tenure
  - 4. Rehabilitation gain
  - 5. Status
    - a. Acceptance
    - b. Closure
    - c. Employability
    - d. Intake
    - e. Referral
    - f. Socioeconomic status
- D. Interpretation

VI. Utilization
- A. Change
  - 1. Attitude change
  - 2. Policy change
  - 3. Program change
    - a. Personnel reassignment
    - b. Relocation
  - 4. Service change
- B. Communications
  - 1. Dissemination
  - 2. Feedback
- C. Decision making
  - 1. Program continuation
  - 2. Program implementation
  - 3. Program justification
    - a. Accreditation
    - b. Certification
  - 4. Recommendations
- D. Demonstration
- E. Evaluation adequacy
- F. Implications
  - 1. Politicalization
  - 2. Prediction
  - 3. Social reform
- G. Replication studies

Alphabetic Thesaurus

Abilities
  Refer from: Educability
  Broader term: Performance indicators

Abstracts
  Broader term: Documents

Academic achievement
  Use: Achievement

Academic accreditation
  Use: Accreditation

Acceptance
  Broader term: Status

Accountability
  Use: Program justification

Accreditation
  Refer from: Academic accreditation, Facility accreditation
  Broader term: Program justification

Achievement
  Refer from: Academic achievement, Vocational achievement
  Broader term: Performance indicators

Achievement tests
  Broader term: Tests

Action programs
  Use: Social action programs

Activities
  Use: Methodology

Acts
  Use: Legislation

Actuarial techniques
  Broader term: Multivariate statistics

Adaptation
  Use: Change

Addicts
  Broader term: Dysfunctional persons

Adequacy of evaluation
  Use: Evaluation adequacy

Adjustment
  Use: Change

Administrative personnel
  Narrower terms: Coordinators, Directors, Supervisors
  Broader term: Personnel

Adolescents
  Broader term: Youths

Advertising
  Use: Public relations

Adult education
  Use: Education

Adults
  Narrower terms: Aged, Older adults, Young adults
  Broader term: Age groups

Advice
  Use: Recommendations

Advisers
  Use: Consultants

AFDC
  Use: Welfare program

Aftercare
  Use: Health care

Age groups
  Narrower terms: Adults, Youths
  Broader term: Target populations

Aged
  Refer from: Elderly
  Broader term: Adults

Agencies
Refer from: State agencies
Narrower terms: Community agencies, Federal agencies, Law enforcement agencies, Manpower agencies, Vocational rehabilitation agencies, Welfare agencies
Broader term: Settings

Agency relations
Use: Interagency linkages

Aides
Refer from: Case aides
Broader term: Service personnel

Alcoholics
Broader term: Dysfunctional persons

Amputees
Use: Physically disabled

Analyses
Refer from: Comparisons
Narrower terms: Qualitative analysis, Statistical analysis
Broader term: Methodology

Ancillary services
Broader term: Other service resources

Antipoverty programs
Use: Social action programs

Anxiety
Use: Evaluation fears

Aphasics
Use: Physically disabled

Apparati
Use: Materials

Approach rationale
Refer from: Rationale of approach
Broader term: Goals

Approaches
Use: Designs

Appropriations
Use: Finances

Aptitude tests
Broader term: Tests

Architectural barriers
Broader term: Barriers

Asians
Use: Ethnic groups

Assertiveness training
Use: Counseling

Assessment
Use: Client assessment methods

Attitude change
Broader term: Change

Attitude scaling
Broader term: Scaling

Attitudes
Refer from: Dispositions, Negative attitudes, Temperament
Narrower terms: Bias, Commitment, Evaluation fears, Personnel attitudes, Political attitudes
Broader term: Environment

Attrition
Refer from: Turnover
Broader term: Employment

Audiovisual aids
Refer from: Charts, Films, Graphs, Histograms, Illustrations, Tables, Videotapes, Visual aids
Broader term: Materials

Auditors
Use: Investigators

Audits
Use: Cost analysis

Automatic interaction detector
Broader term: Multivariate statistics

Barriers
Refer from: Obstacles, Problems
Narrower terms: Architectural barriers, Delays, Intrusions
Broader term: Conditions

Baseline data
Use: Norms

Behavior modification
Refer from: Conditioning, Contingency contracting, Desensitization, Extinction, Instrumental conditioning, Modeling, Operant conditioning, Shaping, Token economy
Broader term: Intervention processes

Benefits
Broader term: Indices

Bias
Refer from: Objectivity, Open-mindedness, Prejudice, Racism, Rosenthal effect
Broader term: Attitudes

Bibliographies
Refer from: References
Broader term: Information systems

Blacks
Use: Ethnic groups

Blind
Use: Physically disabled

Books
Broader term: Documents

Budget allocations
Refer from: Capital expenditures
Broader term: Finances

Capital expenditures
Use: Budget allocations

Cardiacs
Use: Physically disabled

Case aides
Use: Aides

Case difficulty
Broader term: Evaluation standards

Case files
Broader term: Data banks

Case management
Use: Rehabilitation processes

Case studies
Broader term: Non-experimental designs

Caseload size
Broader term: Evaluation standards

Casework
Use: Rehabilitation processes

Centers
Narrower terms: Community centers, Management assessment centers, Mental health centers, Multi-service centers
Broader term: Facilities

Certification
Refer from: Licenses
Broader term: Program justification

Change
Refer from: Adaptation, Adjustment, Conformance, Maladjustment, Modifications, Reform
Narrower terms: Attitude change, Policy change, Program change, Service change
Broader term: Utilization

Charts
Use: Audiovisual aids

Checklists
Broader term: Data collection instruments

Chicanos
Use: Ethnic groups

Child care
Use: Day care

Children
Broader term: Youth

Chronically ill
Use: Severely disabled

Civil rights
Use: Ethical and legal constraints

Classification systems
Refer from: Codes, Indexing, Nomenclature, Taxonomy, Typology
Narrower terms: Definitions, Thesauruses
Broader term: Information systems

Clearing houses
Broader term: Information centers

Client assessment methods
Refer from: Assessment, Diagnostics
Broader term: Measurement

Client satisfaction
Refer from: Satisfaction
Broader term: Effectiveness indicators

Clinics
Broader term: Facilities

Closure
Broader term: Status

Codes
Use: Classification systems

Collections
Use: Data collections

College students
Use: Students

Colleges
Use: Schools

Commitment
Broader term: Attitudes

Communications
Refer from: Dialogue
Narrower terms: Dissemination, Feedback
Broader term: Utilization

Community action programs
Use: Social action programs

Community agencies
Broader term: Agencies

Community attitudes
Broader term: Political attitudes

Community centers
Broader term: Centers

Community mental health centers
Use: Mental health centers

Community needs
Broader term: Needs

Community services
Use: Services

Comparisons
Use: Analyses

Compensation
Use: Earnings

Compensatory programs
Broader term: Programs

Comprehensive health care
Use: Health care

Computers
Use: Data processing equipment

Conclusions
Use: Results

Conditioning
Use: Behavior modification

Conditions
Refer from: Situations
Narrower terms: Barriers, Economic indicators, Incidence, Other service resources, Prevalence, Relations, Values
Broader term: Environment

Confidentiality
Use: Ethical and legal constraints

Conformance
Use: Change

Consequences
Use: Implications

Consultants
Refer from: Advisors, Consultation
Broader term: Evaluative personnel

Consultation
Use: Consultants

Context
Use: Settings

Contingency contracting
Use: Behavior modification

Contracts
Broader term: Finances

Cooperation
Use: Interagency linkage

Cooperative programs
Use: Interagency linkages

Coordination
Use: Interagency linkages

Coordinators
Refer from: Organizers
Broader term: Administrative personnel

Correctional facilities
Broader term: Facilities

Corrections
Refer from: Delinquency prevention programs, Parole
Broader term: Programs

Correlational studies
Broader term: Non-experimental designs

Cost analysis
Refer from: Audits
Broader terms: Designs

Cost benefit ratios
Broader term: Efficiency indicators

Costs
Use: Finances

Co-therapy
Use: Multiple counseling

Counseling
Refer from: Assertiveness training, Crisis intervention, Guidance, Psychotherapy, Therapy, Vocational counseling
Narrower terms: Family counseling, Group counseling, Multiple counseling, Peer counseling
Broader term: Intervention processes

Counselor effectiveness
Broader term: Effectiveness indicators

Counselors
Refer from: Lay counselors, Rehabilitation counselors
Broader term: Service personnel

Criminal justice projects
Use: Legal services

Criminals
Use: Offenders

Crisis intervention
Use: Counseling

Criteria
Use: Evaluation criteria

Critical incidents technique
Broader term: Systems analysis

Cross validation
Use: Replication studies

Culturally disadvantaged
Use: Disadvantaged

Data banks
Narrower terms: Case files, Data tapes
Broader term: Data collection

Data collection
Refer from: Collection, Self-reports
Narrower terms: Data banks, Data collection instruments, Data collection strategies, Sampling techniques
Broader term: Methodology

Data collection instruments
Refer from: Instruments, Measures
Narrower terms: Checklists, Forms, Questionnaires, Tests
Broader term: Data collection

Data collection strategies
Narrower terms: Incentives, Mail surveys, Observations, Personal interviews, Telephone interviews
Broader term: Data collection

Data processing equipment
Refer from: Computers
Broader term: Materials

Data processing personnel
Broader term: Evaluative personnel

Data tapes
Broader term: Data banks

Day care
Refer from: Child care
Broader term: Programs

Deaf
Use: Physically disabled

Decision making
Refer from: Planning
Narrower terms: Program continuation, Program implementation, Program justification, Recommendations
Broader term: Utilization

Defenses
Broader term: Evaluation fears

Deficiencies
Use: Resources

Deficits
Use: Finances

Definitions
Refer from: Meanings, Operational definitions, Terminology
Broader term: Classification systems

Delays
Refer from: Undue delays
Broader term: Barriers

Delinquency prevention program
Use: Corrections

Delinquents
Use: Offenders

Delivery systems
Use: Services

Demonstration
Refer from: Pilot studies
Broader term: Utilization

Depressed areas
Use: Geographical areas

Descriptive statistics
Broader term: Statistical analysis

Desensitization
Use: Behavior modification

Designs
Refer from: Approaches, Models
Narrower terms: Cost analysis, Experimental designs, Non experimental designs, Quasi experimental designs, System analysis
Broader term: Methodology

Developmentally disabled
Refer from: Epileptics, Mentally retarded
Broader term: Dysfunctional persons

Diagnostics
Use: Client assessment methods

Dialogue
Use: Communications

Direct costs
Use: Finances

Direct observations
Broader term: Observations

Directors
Broader term: Administrative personnel

Disabled
Use: Physically disabled

Disadvantaged
Refer from: Culturally disadvantaged, Economically disadvantaged, Indigents, Migrant workers, Poor
Broader terms: Target populations

Discontinuation
Use: Program continuation

Dispositions
Use: Attitudes

Dissemination
Broader term: Communications

Districts
Use: Geographical areas

Division of Vocational Rehabilitation
Use: Vocational rehabilitation agencies

Documents
Narrower terms: Abstracts, Books, Handbooks, Journal articles, Monographs, Reports
Broader term: Results

Drug education
Use: Education

Dysfunctional persons
Narrower terms: Addicts, Alcoholics, Developmentally disabled, Mentally ill, Offenders, Physically disabled
Broader term: Target populations

Earnings
Refer from: Compensation, Income, Payment, Salaries, Wages
Broader term: Indices

Economic indicators
Narrower terms: Labor market conditions, Organized work force, Poverty, Stock market
Broader term: Conditions

Economically disadvantaged
Use: Disadvantaged

Educability
Use: Abilities

Education
Refer from: Adult education, Drug education, Instruction, Programmed instruction, Remedial education, Special education
Broader term: Programs

Educators
Refer from: Faculty, Instructors, Teachers
Broader term: Service personnel

Effectiveness
Use: Effectiveness indicators

Effectiveness indicators
Refer from: Effectiveness, Effectiveness studies, Success
Narrower terms: Client satisfaction, Counselor effectiveness, Goal attainment
Broader term: Indicators

Effectiveness studies
Use: Effectiveness indicators

Effects
Use: Implications

Efficiency
Use: Efficiency indicators

Efficiency indicators
Refer from: Efficiency, Efficiency studies
Narrower terms: Cost benefit ratios, Effort, Evaluation length, Service length
Broader term: Indicators

Efficiency studies
Use: Efficiency indicators

Effort
Refer from: Energy
Broader term: Efficiency indicators

Elderly
Use: Aged

Emotionally disturbed
Use: Mentally ill

Empirical scaling
Broader term: Scaling

Employability
Refer from: Job readiness, Vocational fitness, Readiness for work
Broader term: Status

Employer attitudes
Broader term: Personnel attitudes

Employment
Refer from: Unemployment
Narrower terms: Attrition, Job placement, Tenure
Broader term: Indices

Energy
Use: Effort

Environment
Narrower terms: Attitudes, Conditions, Needs, Settings

Epileptics
Use: Developmentally disabled

Equipment
Use: Materials

Error detection
Use: Validity

Estimation
Use: Measurement

Ethical and legal constraints
Refer from: Civil rights, Confidentiality, Ethics, Informed consent, Invasion of privacy, Legal, Rights
Broader term: Values

Ethics
Use: Ethical and legal constraints

Ethnic groups
Refer from: Asians, Blacks, Chicanos, Immigrants, Negroes, Orientals, Race
Broader term: Target populations

Evaluation adequacy
Refer from: Adequacy of evaluation
Broader term: Utilization

Evaluation criteria
Refer from: Criteria
Narrower terms: Evaluation outcomes, Evaluation standards
Broader term: Methodology

Evaluation fears
Refer from: Anxiety, Fears of evaluation
Narrower terms: Defenses, Resistance
Broader terms: Attitudes

Evaluation length
Refer from: Length of evaluation
Broader term: Efficiency indicators

Evaluation methodology
Use: Methodology

Evaluation needs
Narrower terms: Priorities, Problem identification
Broader term: Needs

Evaluation outcomes
Refer from: Hawthorne effects, Outcomes, Undesirable outcomes
Broader term: Evaluation criteria

Evaluation standards
Refer from: Guidelines, Standards
Narrower terms: Case difficulty, Caseload size, Expectancy ratios, Norms, Staff to client ratios
Broader term: Evaluation criteria

Evaluation strategies
Use: Methodology

Evaluative personnel
Narrower terms: Consultants, Data processing personnel, Evaluators, Investigators, Policy analysts, Researchers
Broader term: Personnel

Evaluator attitudes
Broader term: Personnel attitudes

Evaluators
Broader term: Evaluative personnel

Evaluee attitudes
Broader term: Personnel attitudes

Evaluees
Use: Target populations

Evidence
Use: Results

Examinations
Use: Tests

Expectancy ratios
Broader term: Evaluation standards

Expectations
Broader term: Goals

Expenditures
Use: Finances

Experimental designs
Refer from: Experiments
Broader term: Designs

Experiments
Use: Experimental designs

Experts
Use: Personnel

Exploitation
Use: Utilization

Extinction
Use: Behavior modification

Extrinsic gain
Use: Rehabilitation gain

Facilities
Narrower terms: Centers, Clinics, Correctional facilities, Halfway houses, Hospitals, Rehabilitation facilities, Schools
Broader term: Settings

Facility accreditation
Use: Accreditation

Factor analysis
Broader term: Multivariate statistics

Faculty
Use: Educators

Family counseling
Refer from: Family planning
Broader term: Counseling

Family planning
Use: Family counseling

Fears of evaluation
Use: Evaluation fears

Federal agencies
Refer from: HEW, Social Security
Broader term: Agencies

Federal grants
Use: Grants

Federal legislation
Use: Legislation

Federal policies
Use: Policies

Feedback
Broader term: Communications

Field studies
Refer from: Site visits
Broader term: Non experimental designs

Films
Use: Audiovisual aids

Finances
Refer from: Appropriations, Costs, Deficits, Direct costs, Expenditures, Funding, Indirect costs, Money, Subsidies
Narrower terms: Budget allocations, Contracts, Grants, Loans
Broader term: Resources

Findings
Use: Results

Follow-up studies
Broader term: Non experimental designs

Forms
Broader term: Data collection instruments

Foster care
Broader term: Programs

Funding
Use: Finances

Gain
Use: Rehabilitation gain

Generalizations
Use: Implications

Geographical areas
Refer from: Depressed areas, Districts, Ghettos, Municipalities, Rural, States, Urban
Broader term: Settings

Ghettos
Use: Geographical areas

Goal attainment
Broader term: Effectiveness indicators

Goal attainment scaling
Broader term: Scaling

Goal setting
Broader term: Goals

Goals
Refer from: Objectives, Program goals, Purposes, Reasons
Narrower terms: Approach rationale, Expectations, Goal setting, Mission, Motivation, Philosophy

Government information sources
Broader term: Information centers

Graduate schools
Use: Schools

Graduates
Use: Students

Grants
Refer from: Federal grants, Stipends
Broader term: Finances

Graphs
Use: Audiovisual aids

Group counseling
Broader term: Counseling

Guidance
Use: Counseling

Guidelines
Use: Evaluation standards

Halfway houses
Broader term: Facilities

Handbooks
Broader term: Documents

Hawthorne effects
Use: Evaluation outcomes

Health care
Refer from: Aftercare, Comprehensive health care, Patient care
Narrower terms: Intensive care, Medicare, Methadone maintenance, Public health, Post-hospital services
Broader term: Programs

HEW
Use: Federal agencies

High schools
Use: Schools

Histograms
Use: Audiovisual aids

History
Use: Literature reviews

Hospitals
Refer from: Mental hospitals, Nursing homes
Broader term: Facilities

Human relations
Use: Interpersonal relations

Hypnosis
Broader term: Intervention processes

Illustrations
Use: Audiovisual aids

Immigrants
Use: Ethnic groups

Impact
Use: Utilization

Implications
Refer from: Consequences, Effects, Generalizations, Inferences
Narrower terms: Politicalization, Prediction, Social reform
Broader term: Utilization

In basket techniques
Use: Management by objectives

In service training
Broader term: Training

Incentives
Refer from: Monetary rewards, Praise, Punishment, Reinforcement, Rewards, Tokens
Broader term: Data collection strategies

Incidence
Refer from: Rates
Broader term: Conditions

Income
Use: Earnings

Indexing
Use: Classification systems

Indicators
Narrower terms: Effectiveness indicators, Efficiency indicators, Performance indicators, Social indicators
Broader term: Results

Indices
Narrower terms: Benefits, Earnings, Employment, Rehabilitation gain, Status
Broader term: Results

Indigents
Use: Disadvantaged

Indirect costs
Use: Finances

Industrial relations
Refer from: Organizational relations
Broader term: Relations

Infants
Broader term: Youths

Inferences
Use: Implications

Inferential statistics
Broader term: Statistical analysis

Information centers
Refer from: Media
Narrower terms: Clearing houses, Government information sources, Other information sources
Broader term: Information systems

Information systems
Narrower terms: Bibliographies, Classification systems, Information centers, Libraries, Literature reviews, Management information systems
Broader term: Resources

Informed consent
Use: Ethical and legal constraints

Instruction
Use: Education

Instructors
Use: Educators

Instrumental conditioning
Use: Behavior modification

Instruments
Use: Data collection instruments

Intake
Broader term: Status

Intelligence tests
Broader term: Tests

Intensive care
Broader term: Health care

Interagency linkages
Refer from: Agency relations, Cooperation, Cooperative programs, Coordination, Interagency relations, Linkage systems, Non vocational rehabilitation agency relations, Vocational rehabilitation agency relations, Vocational rehabilitation and non vocational rehabilitation agency relations
Broader term: Relations

Interagency relations
Use: Interagency linkages

Interests
Refer from: Preferences
Broader term: Needs

Interest tests
Refer from: Preference tests
Broader term: Tests

Interpersonal relations
Refer from: Human relations
Broader term: Relations

Interpretation
Broader term: Results

Intervention processes
Refer from: Treatment
Narrower terms: Behavior modification, Counseling, Hypnosis, Milieu therapy, Occupational therapy, Psychotherapy, Rehabilitation Processes
Broader term: Services

Intrusions
Broader term: Barriers

Invasion of privacy
Use: Ethical and legal constraints

Inventories
Use: Tests

Investigators
Refer from: Auditors
Broader term: Evaluative personnel

Job performance
Refer from: Work performance
Broader term: Performance indicators

Job placement
Refer from: Placement
Broader term: Employment

Job readiness
Use: Employability

Job training
Refer from: Vocational training
Broader term: Training

Journal articles
Broader term: Documents

Judgments
Refer from: Misjudgments
Broader term: Qualitative analysis

Juveniles
Use: Youths

Labor market conditions
Refer from: Lay offs
Broader term: Economic indicators

Law enforcement agencies
Broader term: Agencies

Laws
Use: Legislation

Lay counselors
Use: Counselors

Lay offs
Use: Labor market conditions

Legal
Use: Ethical and legal constraints

Legal services
Refer from: Criminal justice projects
Broader term: Programs

Legislation
Refer from: Acts, Federal legislation, Laws, Mandates
Broader term: Political attitudes

Length of evaluation
Use: Evaluation length

Length of service
Use: Service length

Libraries
Broader term: Information systems

Licenses
Use: Certification

Linkage systems
Use: Interagency linkages

Literature reviews
Refer from: History, State of the art
Broader term: Information systems

Loans
Broader term: Finances

Longitudinal studies
Broader term: Non experimental designs

Mail surveys
Refer from: Surveys
Broader term: Data collection strategies

Maladjustment
Use: Change

Management assessment centers
Broader term: Centers

Management attitudes
Broader term: Personnel attitudes

Management by objectives
Refer from: In basket techniques
Broader term: Systems analysis

Management information systems
Broader term: Information systems

Mandates
Use: Legislation

Manpower agencies
Broader term: Agencies

Matching
Refer from: Paired sample
Broader term: Sampling techniques

Materials
Refer from: Apparati, Equipment, Tools
Narrower terms: Audiovisual aids, Data processing equipment, Physical plant, Telecommunications
Broader term: Resources

Meanings
Use: Definitions

Measurement
Refer from: Estimation
Narrower terms: Client assessment methods, Scaling
Broader term: Methodology

Measures
Use: Data collection instruments

Media
Use: Information centers

Medicare
Broader term: Health care

Mental health centers
Refer from: Suicide prevention centers
Broader term: Centers

Mental hospitals
Use: Hospitals

Mentally ill
Refer from: Emotionally disturbed, Neurotics, Psychotics
Broader term: Dysfunctional persons

Mentally retarded
Use: Developmentally disabled

Methadone maintenance
Broader term: Health care

Methodology
Refer from: Activities, Evaluation methodology, Evaluation strategies, Methods, Procedures, Processes
Narrower terms: Analyses, Data collection, Designs, Evaluation criteria, Measurement, Record keeping procedures

Methods
Use: Methodology

Middle aged
Use: Older adults

Migrant workers
Use: Disadvantaged

Milieu therapy
Broader term: Intervention processes

Military personnel
Broader term: Target populations

Misjudgments
Use: Judgments

Mission
Refer from: Mission statement
Broader term: Goals

Mission statement
Use: Mission

Mobility training
Refer from: Motor training
Broader term: Training

Modeling
Use: Behavior modification

Models
Use: Design

Modifications
Use: Change

Monetary rewards
Use: Incentives

Money
Use: Finances

Monographs
Broader term: Documents

Motivation
Broader term: Goals

Motor training
Use: Mobility training

Multidimensional scaling
Broader term: Scaling

Multiple counseling
Refer from: Co-therapy
Broader term: Counseling

Multiple regression
Refer from: Regression
Broader term: Multivariate statistics

Multiservice centers
Broader term: Centers

Multivariate statistics
Narrower terms: Actuarial techniques, Automatic interaction detector, Factor analysis, Multiple regression
Broader term: Statistical analysis

Municipalities
Use: Geographical areas

Narrative description
Broader term: Qualitative analysis

Needs
Narrower terms: Community needs, Evaluation needs, Interests, Research needs
Broader term: Environment

Negative attitudes
Use: Attitudes

Negroes
Use: Ethnic groups

Neurotics
Use: Mentally ill

Nomenclature
Use: Classification systems

Non experimental designs
Narrower terms: Case studies, Correlational studies, Field studies, Follow up studies, Longitudinal studies, Simulations
Broader term: Designs

Non vocational rehabilitation agency relations
Use: Interagency linkages

Norms
Refer from: Baseline data
Broader term: Evaluation standards

Nursing homes
Use: Hospitals

Objective tests
Use: Tests

Objectives
Use: Goals

Objectivity
Use: Bias

Observations
Refer from: Work samples
Narrower terms: Direct observations, Participant observations, Unobtrusive observations
Broader term: Data collection strategies

Obstacles
Use: Barriers

Occupational therapy
Broader term: Intervention processes

Occupational training facilities
Broader term: Rehabilitation facilities

Offenders
Refer from: Criminal, Delinquents
Broader term: Dysfunctional persons

Older adults
Refer from: Middle aged
Broader term: Adults

On the job training
Broader term: Training

Openmindedness
Use: Bias

Operant conditioning
Use: Behavior modification

Operational definitions
Use: Definitions

Operations research
Broader term: Systems analysis

Options
Use: Recommendations

Organizational analysis
Use: Systems analysis

Organizational relations
Use: Industrial relations

Organizational resistance
Use: Resistance

Organizations
Use: Settings

Organized work force
Refer from: Trade unions, Unions
Broader term: Economic indicators

Organizers
Use: Coordinators

Orientals
Use: Ethnic groups

Orientation
Use: Training

Other information sources
Broader term: Information centers

Other service resources
Narrower terms: Ancillary services, Service duplication
Broader term: Conditions

Outcomes
Use: Evaluation outcomes

Paired sample
Use: Matching

Paraplegics
Use: Physically disabled

Parole
Use: Corrections

Participant observations
Broader term: Observations

Path analysis
Broader term: Systems analysis

Patient care
Use: Health care

Payment
Use: Earnings

Peer counseling
Broader term: Counseling

Performance
Use: Performance indicators

Performance indicators
Refer from: Performance
Narrower terms: Abilities, Achievement, Job performance, Ratings, Recidivism rates, Skill acquisition, Vocational adjustment
Broader term: Indicators

Performance tests
Use: Tests

Personal interviews
Broader term: Tests

Personnel
Refer from: Experts
Narrower terms: Administrative personnel, Evaluative personnel, Service personnel
Broader term: Resources

Personnel attitudes
Narrower terms: Employer attitudes, Evaluator attitudes, Evaluee attitudes, Management attitudes, Staff attitudes
Broader term: Attitudes

Personnel reassignment
  Broader term: Program change

Philosophy
  Broader term: Goals

Physical plant
  Broader term: Materials

Physically disabled
  Refer from: Amputees, Aphasics, Cardiacs, Blind, Deaf, Disabled, Paraplegics, Quadraplegics
  Broader term: Dysfunctional persons

Pictorial tests
  Use: Tests

Pilot studies
  Use: Demonstration

Placement
  Use: Job placement

Placement specialists
  Broader term: Service personnel

Planning
  Use: Decision making

Policies
  Refer from: Federal policies, Public policies, Requirements, Rules, Social policies
  Broader term: Values

Policy analysis
  Broader term: Evaluative personnel

Policy change
  Broader term: Change

Political attitudes
  Narrower terms: Community attitudes, Legislation
  Broader term: Attitudes

Politicalization
  Broader term: Implications

Poor
  Use: Disadvantaged

Populations
  Use: Target populations

Post employment services
  Broader term: Programs

Post hospital services
  Broader term: Health care

Poverty
  Broader term: Economic indicators

Poverty programs
  Use: Social action programs

Praise
  Use: Incentives

Prediction
  Broader term: Implications

Preference tests
  Use: Interest tests

Preferences
  Use: Interests

Prejudice
  Use: Bias

Prevalence
  Broader term: Conditions

Principles
  Use: Values

Priorities
  Broader term: Evaluation needs

Probability sampling
  Broader term: Sampling techniques

Problem identification
  Refer from: Troubleshooting
  Broader term: Evaluation needs

Problems
  Use: Barriers

Procedures
Use: Methodology

Processes
Use: Methodology

Proficiency tests
Use: Tests

Program change
Narrower terms: Personnel reassignment, Relocation
Broader term: Change

Program continuation
Refer from: Discontinuation
Broader term: Decision making

Program evaluation review technique
Broader term: Systems analysis

Program goals
Use: Goals

Program implementation
Broader term: Decision making

Program justification
Refer from: Accountability
Narrower terms: Accreditation, Certification
Broader term: Decision making

Program planning and budgeting system
Broader term: Systems analysis

Programmed instruction
Use: Education

Programs
Refer from: Projects
Narrower terms: Compensatory programs, Corrections, Day care, Education, Foster care, Health care, Legal services, Post employment services, Psychological testing, Recreation, Social action programs, Training, Welfare programs
Broader term: Services

Projects
Use: Programs

Proof
Use: Results

Psychoanalysis
Use: Psychotherapy

Psychological testing
Refer from: Psychometrics
Broader term: Programs

Psychometrics
Use: Psychological testing

Psychotherapy
Refer from: Psychoanalysis
Broader term: Intervention processes

Psychotics
Use: Mentally ill

Public health
Broader term: Health care

Public policies
Use: Policies

Public relations
Refer from: Advertising, Publicity
Broader term: Relations

Public welfare agencies
Use: Welfare agencies

Public welfare programs
Use: Welfare programs

Publicity
Use: Public relations

Punishment
Use: Incentives

Purposes
Use: Goals

Quadraplegics
Use: Physically disabled

Qualitative analysis
Narrower terms: Judgments, Narrative descriptions
Broader term: Analyses

Quantitative analysis
Use: Statistical analysis

Quasi experimental designs
Broader term: Designs

Questionnaires
Broader term: Data collection instruments

Race
Use: Ethnic groups

Racism
Use: Bias

Random sampling
Broader term: Sampling techniques

Rapport
Use: Relations

Rates
Use: Incidence

Ratings
Broader term: Performance indicators

Rationale of approach
Use: Approach rationale

Readiness for work
Use: Employability

Reasons
Use: Goals

Recidivism rates
Broader term: Performance indicators

Recommendations
Refer from: Advice, Options, Solutions
Broader term: Decision making

Record keeping procedures
Broader term: Methodology

Recreation
Broader term: Programs

Reexamination
Use: Replication studies

References
Use: Bibliographies

Referral
Broader term: Status

Reform
Use: Change

Regression
Use: Multiple regression

Rehabilitation counselors
Use: Counselors

Rehabilitation facilities
Narrower terms: Occupational training facilities, Sheltered workshops
Broader term: Facilities

Rehabilitation gain
Refer from: Gain
Broader term: Indices

Rehabilitation processes
Refer from: Case management, Casework, Vocational rehabilitation
Broader term: Intervention processes

Reinforcement
Use: Incentives

Relations
Refer from: Rapport
Narrower terms: Industrial relations, Interagency linkages, Interpersonal relations, Public relations
Broader term: Conditions

Reliability
Broader term: Statistical analysis

Relocation
Broader term: Program change

Remedial education
Use: Education

Replication studies
Refer from: Cross validation, Reexamination
Broader term: Utilization

Reports
Refer from: Technical reports
Broader term: Documents

Requirements
Use: Policies

Research needs
Broader term: Needs

Research utilization
Use: Utilization

Researchers
Refer from: Technologists
Broader term: Evaluative personnel

Resistance
Refer from: Organizational resistance
Broader term: Evaluation fears

Resources
Refer from: Deficiencies, Sources
Narrower terms: Finances, Information systems, Materials, Personnel, Target populations

Results
Refer from: Conclusions, Evidence, Findings, Proof
Narrower terms: Documents, Indicators, Indices, Interpretation

Rewards
Use: Incentives

Rights
Use: Ethical and legal constraints

Role playing
Use: Simulations

Rosenthal effect
Use: Bias

Rules
Use: Policies

Rural
Use: Geographical areas

Salaries
Use: Earnings

Sampling techniques
Narrower terms: Matching, Probability sampling, Random sampling, Stratified random sampling
Broader term: Data collection

Satisfaction
Use: Client satisfaction

Scaling
Narrower terms: Attitude scaling, Empirical scaling, Goal attainment scaling, Multidimensional scaling, Semantic differential
Broader term: Measurement

Schools
Refer from: Colleges, Graduate schools, High schools, Universities
Broader term: Facilities

Self reports
Use: Data colllection

Semantic differential
Broader term: Scaling

Sensitivity training
Broader term: Training

Service change
Broader term: Change

Service duplication
Broader term: Other service resources

Service length
Refer from: Length of service
Broader term: Efficiency indicators

Service personnel
Narrower terms: Aides, Counselors, Educators, Placement specialists, Support staff
Broader term: Personnel

Services
Refer from: Community services, Social services
Narrower terms: Intervention processes, Programs
Broader term: Settings

Settings
Refer from: Context, Organizations, Sites
Narrower terms: Agencies, Facilities, Geographical areas, Services
Broader term: Environment

Severely disabled
Refer from: Chronically ill
Broader term: Target populations

Shaping
Use: Behavior modification

Sheltered workshops
Refer from: Workshops
Broader term: Rehabilitation facilities

Simulations
Refer from: Role playing
Broader term: Non experimental designs

Singer Graflex
Use: Situational tests

Site visits
Use: Field studies

Sites
Use: Settings

Situational tests
Refer from: Singer Graflex, Tower system
Broader term: Tests

Situations
Use: Conditions

Skill acquisition
Broader term: Performance indicators

Social action programs
Refer from: Action programs, Anti-poverty programs, Community action programs, Poverty programs, Work incentive programs
Broader term: Programs

Social adjustment
Use: Social indicators

Social indicators
Refer from: Social adjustment
Broader term: Indicators

Social policies
Use: Policies

Social reform
Broader term: Implications

Social Security
Use: Federal agencies

Social Security Disability Income
Use: Welfare programs

Social services
Use: Services

Social welfare agencies
Use: Welfare agencies

Social welfare services
Use: Welfare programs

Socioeconomic status
Broader term: Status

Solutions
Use: Recommendations

Sources
Use: Resources

Special education
Use: Education

Staff attitudes
Broader term: Personnel attitudes

Staff to client ratios
Broader term: Evaluation standards

Standards
Use: Evaluation standards

State agencies
Use: Agencies

State of the art
Use: Literature review

States
Use: Geographical areas

Statistical analysis
Refer from: Quantitative analysis
Narrower terms: Descriptive statistics, Inferential statistics, Multivariate statistics, Reliability, Validity
Broader term: Analyses

Status
Narrower terms: Acceptance, Closure, Employability, Intake, Referral, Socioeconomic status
Broader term: Indices

Stipends
Use: Grants

Stock market
Broader term: Economic indicators

Stratified random sampling
Broader term: Sampling techniques

Students
Refer from: College students, Graduates, Undergraduates
Broader term: Target populations

Subjects
Use: Target populations

Subsidies
Use: Finances

Success
Use: Effectiveness indicators

Suicide prevention centers
Use: Mental health centers

Supervisors
Broader term: Administrative personnel

Support staff
Refer from: Technicians
Broader term: Service personnel

Surveys
Use: Mail surveys

Systems analysis
Refer from: Organizational analysis
Narrower terms: Critical incidents technique, Management by objectives, Operations research, Path analysis, Program evaluation review technique, Program planning and budgeting system
Broader term: Designs

Tables
Use: Audiovisual aids

Target populations
Refer from: Evaluees, Populations, Subjects
Narrower terms: Age groups, Disadvantaged, Dysfunctional persons, Ethnic groups, Military personnel, Severely disabled, Students, Unskilled workers
Broader term: Resources

Taxonomy
Use: Classification systems

Teachers
Use: Educators

Technical reports
Use: Reports

Technicians
Use: Support staff

Technologists
Use: Researchers

Telecommunications
Broader term: Materials

Telephone interviews
Broader term: Data collection strategies

Temperament
Use: Attitudes

Tenure
Broader term: Employment

Terminology
Use: Definitions

Tests
Refer from: Examinations, Objective tests, Performance tests, Pictorial tests, Proficiency tests
Narrower terms: Achievement tests, Aptitude tests, Intelligence tests, Interest tests, Personality tests, Situational tests
Broader term: Data collection instruments

Theme
Use: Mission

Therapy
Use: Counseling

Thesauruses
Broader term: Classification systems

Token economy
Use: Behavior modification

Tokens
Use: Incentives

Tools
Use: Materials

Tower system
Use: Situational tests

Trade unions
Use: Organized work force

Training
Narrower terms: In service training, Job training, Mobility training, On the job training, Orientation, Sensitivity training
Broader term: Programs

Treatment
Use: Intervention processes

Troubleshooting
Use: Problem identification

Turnover
Use: Attrition

Typologies
Use: Classification systems

Undergraduates
Use: Students

Undesirable outcomes
Use: Evaluation outcomes

Undue delays
Use: Delays

Unemployment
Use: Employment

Unions
Use: Organized work force

Universities
Use: Schools

Unobtrusive observations
Broader term: Observations

Unskilled workers
Broader term: Target populations

Urban
Use: Geographical areas

Utilization
Refer from: Exploitation, Impact, Research utilization
Narrower terms: Change, Communications, Decision-making, Demonstrations, Evaluation adequacy, Implications, Replication studies

Validity
Refer from: Error detection
Broader term: Statistical analysis

Values
Refer from: Principles
Narrower terms: Ethical and legal constraints, Policies
Broader term: Conditions

Videotapes
Use: Audiovisual aids

Visual aids
Use: Audiovisual aids

Vocational achievement
Use: Achievement

Vocational adjustment
Refer from: Work adjustment
Broader term: Performance indicators

Vocational counseling
Use: Counseling

Vocational fitness
Use: Employability

Vocational rehabilitation
Use: Rehabilitation process

Vocational rehabilitation agencies
Refer from: Division of Vocational Rehabilitation
Broader term: Agencies

Vocational rehabilitation and non vocational rehabilitation agency relations
  Use: Interagency linkages

Vocational training
  Use: Job training

Wages
  Use: Earnings

Welfare agencies
  Refer from: Public welfare agencies, Social welfare agencies
  Broader term: Agencies

Welfare programs
  Refer from: AFDC, Public welfare programs, Social Security Disability Income, Social welfare services
  Broader term: Programs

Work adjustment
  Use: Vocational adjustment

Work incentive programs
  Use: Social action programs

Work performance
  Use: Job performance

Work samples
  Use: Observations

Workshops
  Use: Sheltered workshops

Young adults
  Broader term: Adults

Youths
  Refer from: Juveniles
  Narrower term: Adolescents, Children, Infants
  Broader term: Age groups